



Bailes Partners  
Consulting

# The Skills Toolkit

*A series of free guides to help you address your organisation's hardest skills challenges*



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## How to build the case for a focus on skills

## Your handy checklist:

- Understand what skills are needed to deliver your organisation's current and future strategic objectives.
- Make time to horizon-scan what skills your industry may require in the longer-term. Do this by keeping abreast of challenges, policy, legal and regulatory changes which can affect your organisation.
- Keep raising strategic risks around skills with leaders.
- Include market trends and skills analysis in Board and Executive updates. At the same time, review and signpost others to market updates such as the ONS Labour market overview and leading recruitment **firms** overviews
- When presenting the case for skills development, make sure you include;
  - The operating environment, economic update and labour market trends
  - Internal context such as the organisations skills gaps, capacity, staff turnover levels
  - Identify the skills need and how it relates to corporate objectives
  - Provide recommendations on how you can obtain the skills in the current environment and over the longer term. Invite other ideas
  - Be clear on the consequences of not planning now for future skills needs

## Time to build a case for a focus on skills?

Our customised programme drives strategic skills planning that's practical, inclusive, and sustainable.

Get in touch [hello@bailespartners.co.uk](mailto:hello@bailespartners.co.uk)

### Why Bailes Partners Consulting?

We equip organisations for the skills challenges of tomorrow. Sharing the know-how to build inclusive leadership models that support people to flourish and outperform expectations.

Effective Leadership   Change & Transformation   Business Growth   HR Consultancy Practice